

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
8-CA-33989(P)	2-3-03

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer United States Postal Service	b. Number of workers employed 800,000
c. Address (street, city, state, ZIP code) 2200 CLEVELAND AVENUE CLEVELAND OH 44104	d. Employer Representative Laura Leverette
e. Type of Establishment (factory, mine, wholesaler, etc.) POST OFFICE	f. Telephone No. 330-467-1076
g. Identify principal product or service MAIL	

1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a) of the National Labor Relations Act, and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Pursuant to the Family and Medical leave act of 1993 29 CFR 825.220, 825.400, and 825.401, I am filing a Charge against (b) (6), (b) (7)(C) a temporary Supervisor at my place of employ, The Northfield Postoffice. I received a letter of warning (disciplinary letter) from (b) (6), (b) (7)(C) indicating that I took 8 hrs. of unscheduled leave on (b) (6), (b) (7)(C) 02. This is false as the supporting documentation is accompanying this Charge. Exhibit A is the letter-of-warning issued by (b) (6), (b) (7)(C) Exhibit B is the actual faulty Charge. Exhibit C is a copy of the actual letter authorizing the leave by the accompanying physician. If you look at Exhibit D you will find the Complete Health Care provider Certification questionnaire completely filled out and authorized by the wage and hour division of the department of labor. This information was provided to Northfield Postal Management prior to the issuance of the letter of warning.

Continued on back →

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act

3. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

4a. Address (street and number, city, state, and ZIP code)	4b. Telephone No.
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

ALFCIO

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) (if any)

1/27/03
(date)

Exhibit E demonstrates the actual FMLA violation (29 CFR §25.220) and Exhibits F+G demonstrate the action available to be taken against such violators.

I hold (b) (6), (b) (7)(C) responsible, and as such list (b) (6), (b) (7)(C) as employer representative as (b) (6), (b) (7)(C) is the Postmaster Manager and is responsible for the following:

A) bringing to our office an employee (b) (6), (b) (7)(C) who is not a supervisor and placing (b) (6), (b) (7)(C) in that role on a temporary basis B) not providing (b) (6), (b) (7)(C) with the appropriate mandatory postal training to become a supervisor.

Additional ancillary information can be provided by request - Contact me at the number listed on the Charge.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
8-CA-34012	2/10/2003

NM/jp

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer Auto Zone	b. Number of workers employed Approx. 50	
c. Address (street, city, state, ZIP code) 103 Second Street Elyria, Ohio 44035	d. Employer Representative Tara Childress	e. Telephone No. (440) 323-3473
f. Type of Establishment (factory, mine, wholesaler, etc.) Store	g. Identify principal product or service Auto Parts	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		
<p>During the month of January, 2003, the above-named Employer unlawfully advised employees that they could not discuss wages with other employees.</p> <p>On or about January 2, 2003, the above-named Employer unlawfully threatened to discharge employees who discussed their wages with other employees.</p> <p>On or about (b) (6), (b) (7)(C) 2003, the above-named Employer discharged (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) protected concerted activities regarding wage rates paid to employees.</p> <p>By the acts set forth in the paragraphs above and by other acts and conduct, it, by its officers, agents and representatives, has interfered with, restrained and coerced and is interfering with, restraining, and coercing its employees in the exercise of their rights guaranteed in Section 7 of the said Act.</p>		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)		
4a. Address (street and number, city, state and ZIP code) (b) (6), (b) (7)(C)	4b. Telephone No. (b) (6), (b) (7)(C)	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization).		
6. DECLARATION		
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		
By X (b) (6), (b) (7)(C)	Title An Individual	
Signature of representative or person making charge (b) (6), (b) (7)(C)	Date X 2-7-03	
Address (b) (6), (b) (7)(C)	Telephone No. (b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
(U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
8-CA-34071	3-7-03

NOTES:

Original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer St. Mary's Living Center		b. Number of Workers Employed 44
c. Address (street, city, State, ZIP, Code) 1209 Indiana Avenue St. Mary's, OH 45885	d. Employer Representative Jane Taylor	e. Telephone No. 419-394-7611 Fax No. 419-394-3485
f. Type of Establishment (factory, mine, wholesaler, etc.) Nursing Home	g. Identify Principal Product or Service Health Care	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (i) and (j) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)

Since on or about December 1, 2002, The Employer, by its officers, agents and representatives, has violated the Act by its support of a de-certification petition and a UD petition, and by correspondingly denying other employees the same access to bargaining unit employees to express their support for the Union.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Service Employees International Union, District 1199

4a. Address (street and number, city, State, and ZIP Code) 2570 Superior Avenue, 7th Floor Cleveland, OH 44115	4b. Telephone No. 216-566-0117 Fax No. 216-566-0192
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5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By

Ann E. Gault
(Signature of representative or person making charge)

Ohio Public Director

Address

2570 Superior Avenue Cleveland, OH 44115

Fax No. 216-566-0192

216-566-0117

3-7-03

(Telephone No.)

Date

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

FORM NLRB-501
(11-84)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case
8-CA-34077Date Filed
3/12/03

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Rockside Family Dental Center		b. Number of Workers Employed Approx. 20
c. Address (street, city, State, ZIP Code) 6132 West Creek Rd. Independence, OH 44131	d. Employer Representative Dr. Richard Parsanko	e. Telephone No. 216/524-8481 Fax No. 216/520-2868
f. Type of Establishment (factory, mine, wholesaler, etc.) Dental Practice	g. Identify Principal Product or Service Dental Services	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and those unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)

On or about (b) (6), (b) (7)(C), 2002, I was fired by my Employer of (b) (6), (b) (7)(C) years because I was accused of trying to organize my co-workers to resist a rumored scheduling change. My Employer told me such conduct was insubordinate. I believe I was fired for engaging in protected concerted activity.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street, city, State, and ZIP Code)

(b) (6), (b) (7)(C)

4b. Telephone No.

Fax No.

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By

(b) (6), (b) (7)(C)

(Signature of representative or person making charge)

(Title, if any)

Address

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(Telephone No.)

Date

3-12-03

WILLFUL VIOLATIONS OF THIS ACT CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
8-CA-34079	3/12/2003

KNN/rh

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Dr. Kase, Dr. Speelman and Dr. Cullen		b. Number of workers employed 18
c. Address (street, city, state, ZIP code) 970 East Washington, Ste. 4B Medina, OH 44256	d. Employer Representative Mark Speelman, Physician/Owner	e. Telephone No. (330) 723-3256
f. Type of Establishment (factory, mine, wholesaler, etc.) Service	g. Identify principal product or service Physician's Office	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since on or about (b) (6), (b) (7)(C) 2003, the above-named Employer discriminated against employee (b) (6), (b) (7)(C) by discharging (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) protected concerted activities.

Within the preceding 6-months, the above-named Employer has maintained a rule prohibiting its employees from discussing their wages.

Since on or about January 15, 2003, the above-named Employer discriminated against employee (b) (6), (b) (7)(C) and other similarly situated employees by reducing their hours because of their protected concerted activities.

By the acts set forth in the paragraphs above and by other acts and conduct, it, by its officers, agents and representatives, has interfered with, restrained and coerced and is interfering with, restraining, and coercing its employees in the exercise of their rights guaranteed in Section 7 of the said Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state and ZIP code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization).**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

By

Title An Individual

Signature of representative or person making charge /s/ (b) (6), (b) (7)(C)

Address

Telephone No.

Date

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

3/9/03

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
(U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case 8-CA-34146	Date Filed 4/7/2003
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INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer FRESH MARK, INC.		b. Number of Workers Employed Approx. 600	
c. Address (street, city, State, ZIP, Code) 1735 S. Lincoln Ave. Salem, OH 44460		d. Employer Representative Mark Sullivan	e. Telephone No. (330) 332-8508
f. Type of Establishment (factory, mine, wholesaler, etc.) Factory		g. Identify Principal Product or Service Processing Plant	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.			

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)

Since on or about (b) (6), (b) (7)(C) 2002, Fresh Mark, Inc., through its officers, agents, and representatives, has interfered with, harassed, and terminated employee(s) in the exercise of their rights to self-organization, to form, join, or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in other concerted activities, which rights are guaranteed in Section 7 of the Act.

Specifically, Fresh Mark has unfairly terminated (b) (6), (b) (7)(C), the (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) of the Union, Retail, Wholesale, and Department Store Union (RWDSU), a labor organization chosen by a majority of the employees in an appropriate unit, for the purpose of collective bargaining in respect to rates of pay, wages, hours of employment, and other terms and conditions of employment. (b) (6), (b) (7)(C) was terminated because of (b) (6), (b) (7)(C) concerted activity, union activity and/or status as a (b) (6), (b) (7)(C).

In addition, Fresh Mark has sought to deprive employees, including (b) (6), (b) (7)(C), of their right to seek redress under the Act. The collective bargaining agreement contains a provision that indicates that if a person proceeds to an administrative agency, any grievance that (b) (6), (b) (7)(C) may have against the Company is considered withdrawn. This provision, and its application by the Company, constitutes an interference with an individual's right to seek redress under the Act, punishes employees and discriminates against them for seeking such redress, and is an invalid provision.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)	
4a. Address (street and number, city, State, and ZIP Code) (b) (6), (b) (7)(C)	4b. Telephone No. (b) (6), (b) (7)(C)
Fax No.	

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Retail, Wholesale and Department Store International Union

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C) (Signature of representative or person making charge)	(Title, if any)
Address (b) (6), (b) (7)(C)	Fax (b) (6), (b) (7)(C)
	Date 3-27-03

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
8-CA-34152 (P) KNN/rh	4/8/2003

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer United States Postal Service (Youngstown Facility)	b. Number of workers employed Approx. 390
c. Address (street, city, state, ZIP code) 99 South Walnut, Youngstown, OH 44501	d. Employer Representative James Greene, Post Master
e. Telephone No. (330) 740-8806	f. Type of Establishment (factory, mine, wholesaler, etc.) Service
g. Identify principal product or service Mail	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and 8(a)(3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since on or about March 28, 2003, the above-named Employer discriminated against employee (b) (6), (b) (7)(C) by limiting (b) (6), (b) (7)(C) access to the workroom floor because of (b) (6), (b) (7)(C) union and other protected concerted activities.

By the acts set forth in the paragraphs above and by other acts and conduct, it, by its officers, agents and representatives, has interfered with, restrained and coerced and is interfering with, restraining, and coercing its employees in the exercise of their rights guaranteed in Section 7 of the said Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state and ZIP code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization.)

DECLARATION

I declare that I have (b) (6), (b) (7)(C) the statements are true to the best of my knowledge and belief.

By

Signature

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Title An Individual

Date

April 12 2003

(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
(U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

Date Filed

8-CA-34157

4/10/03

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer SUPERFINE MANUFACTURING INC.		b. Number of workers employed 5
c. Address (street, city, state, ZIP code) 33715 County Road 10 Fresno, Ohio 43824	d. Employer Representative Dan Miller, Owner	e. Telephone No. (330) 897-9024
f. Type of Establishment (factory, mine, wholesaler, etc.) Factory	g. Identify principal product or service Electronic Components	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and _____ of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On about (b) (6), (b) (7)(C) 2003, the above-named Employer discharged (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) engaging in concerted activity concerning a safety issue.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full Name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state and ZIP code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization).

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C)

Signature of representative or person making charge (b) (6), (b) (7)(C)

Title An Individual

(b) (6), (b) (7)(C)

Telephone (b) (6), (b) (7)(C)

Date X 4-8-03

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
8-CA-34238	5/7/03

VB/jp

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Ahmed's Family Cafe		b. Number of workers employed Approx. 17
c. Address (street, city, state, ZIP code) 535 W. Alexis, Toledo, Ohio 43612	d. Employer Representative Thomas Ahmed, Co-owner	e. Telephone No. (419) 478-1231
f. Type of Establishment (factory, mine, wholesaler, etc.) Restaurant	g. Identify principal product or service Food Service	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since on or about April 12, 2003, the Employer, Ahmed's Family Cafe, through its officers, agents, and representatives, has interfered with, restrained, and coerced, and is interfering with, restraining, and coercing employees of Ahmed's Family Cafe, in the exercise of their rights to self-organization, to form, join or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection, or to refrain from any or all such activities, which rights are guaranteed in Section 7 of the said Act.

Specifically, the Employer had refused to schedule (b) (6), (b) (7)(C) for any work hours and/or has discharged (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) raised concerted employee concerns about hours and working conditions for (b) (6), (b) (7)(C) fellow employees.

By the acts set forth in the paragraphs above and by other acts and conduct, it, by its officers, agents and representatives, has interfered with, restrained and coerced and is interfering with, restraining, and coercing its employees in the exercise of their rights guaranteed in Section 7 of the said Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state and ZIP code)

(b) (6), (b) (7)(C)

4b. Telephone No.

Hm: (b) (6), (b) (7)(C) or
Wk: (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization).

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C)

Signature of representative or person making charge (b) (6), (b) (7)(C)

Title An Individual

Address

(b) (6), (b) (7)(C)

Telephone No.

Hm: (b) (6), (b) (7)(C)

Wk: (b) (6), (b) (7)(C)

Date

X 5/3/03

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
8-CA-34239	5/7/03

KNN/rh

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer TEKFOR - USA	b. Number of workers employed Approx. 40
c. Address (street, city, state, ZIP code) 3690 Long Road Wooster, OH 44691	d. Employer Representative Chris Schmid, Plant Mgr.
e. Telephone No. (330) 202-7420	
f. Type of Establishment (factory, mine, wholesaler, etc.) Factory	g. Identify principal product or service Forgings Auto Industry
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.	

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since or about (b) (6), (b) (7)(C), 2003, the above-named Employer discriminated against employee (b) (6), (b) (7)(C) by terminating (b) (6), (b) (7)(C) employment because of (b) (6), (b) (7)(C) protected concerted activities.

By the acts set forth in the paragraphs above and by other acts and conduct, it, by its officers, agents and representatives, has interfered with, restrained and coerced and is interfering with, restraining, and coercing its employees in the exercise of their rights guaranteed in Section 7 of the said Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state and ZIP code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization).

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

By

Sig

Address

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Telephone No.

(b) (6), (b) (7)(C)

Title An Individual

Date

5-1-03

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
(U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
8-CA-34246	5/9/03

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Our Lady of the Wayside		b. Number of workers employed
c. Address (street, city, state, ZIP code) 38135 Colorado Avenue, Avon, OH 44011	d. Employer Representative Michelle Homler	e. Telephone No. (440) 934.6007
f. Type of Establishment (factory, mine, wholesaler, etc.) Home for retarded and handicapped individuals.	g. Identify principal product or service Service to residents of home	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since on or about (b) (6), (b) (7)(C) 2003 and continuously thereafter, the Employer by its agents and/or representatives has violated Section 8(a)(1) of the Act when it constructively discharged (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) protected concerted activities.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By

(signature)

or person making charge)

(b) (6), (b) (7)(C)

Individual

(title if any)

Address

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(telephone No.)

(date)

X 5/7/2003

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

DB/si

FORM NLRB-501
(11-88)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case

Date Filed

8-CA-34269

5-16-03

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Siemens Energy and Automation Inc.		b. Number of workers employed Approx. 800
c. Address (street, city, state, ZIP code) 811 N. Main St. Bellefontaine, Ohio 43311	d. Employer Representative Tony Gasbarro	e. Telephone No. (937) 593-6010
f. Type of Establishment (factory, mine, wholesaler, etc.) Factory	g. Identify principal product or service Circuit Breakers and Switches	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) <u>8(a)1, 8(a)2, 8(a)3, 8(a)4 and 8(a)5</u> of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		

On or about (b) (6), (b) (7)(C) 2002 the employer by it's officers, agents and representatives conspired with the local union 1691 representatives to intentionally discriminate against, lie to, deceive, misrepresent and discharge (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) union activity. (Filing a grievance(s).)

On or about (b) (6), (b) (7)(C) 2003 the employer by it's officers, agents and representatives conspired with the local union 1691 representatives to blackmail and coerce (b) (6), (b) (7)(C) into dropping any and all past grievances against the company, and any and all pending charges against the local union 1691, and to release the company and the local union from any and all liability whether then known or thereafter discovered. If not, the company representatives would refuse to bargain in good faith and the union representatives would refuse to provide fair and adequate representation.

Since November 9, 2000 the above named employer, by it's officers, agents, and representatives have harassed and interfered with, restrained, and coerced (b) (6), (b) (7)(C) in the exercise of the rights guaranteed in section 7 of the Act.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act

3. Full name of party filing charge (If labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

8. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C)
(signature of representative or person making charge)

Address (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(title if any)

May 15 2003

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
8-CA-34305	6-2-03

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Miceli Glass Co.	b. Number of workers employed X 6
c. Address (street, city, state, ZIP code) X 298 SCHNEIDER'S CROSSING RD. N.E. Dover Ohio 44622	d. Employer Representative X John Miceli
e. Telephone No. X 330-343-7504	f. Type of Establishment (factory, mine, wholesaler, etc.) X Glass Shop
g. Identify principal product or service Glass installation	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) and (5) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)	
<p>On or about (b) (6), (b) (7)(C) 2002 it, by its officers, agents and representatives, discriminated against bargaining unit employee (b) (6), (b) (7)(C), a member of Glaziers Union Local 1162, by laying (b) (6), (b) (7)(C) off because of (b) (6), (b) (7)(C) membership in that labor organization and in disregard for the provisions of the current and valid collective bargaining agreement and refused to re-employ (b) (6), (b) (7)(C) until (b) (6), (b) (7)(C) 2003. Furthermore, the Employer laid off (b) (6), (b) (7)(C) on (b) (6), (b) (7)(C) 2003, also for reasons proscribed by the Act and the current contract.</p>	
<p>By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act</p>	
3. Full name of party filing charge (if labor organization, give full name, including local name and number)	
(b) (6), (b) (7)(C)	
4a. Address (street and number, city, state, and ZIP code)	4b. Telephone No.
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)	
6. DECLARATION	
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
By X (b) (6), (b) (7)(C)	Individual
(signature of representative or person making charge) (b) (6), (b) (7)(C)	(title if any)
Address (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
(Telephone No.)	X 5/25/03
	(date)

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WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

RB/si

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
8-CA-34306	6-2-03

KNN/rh

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer All-Foils, Inc.		b. Number of workers employed Approx. 70
c. Address (street, city, state, ZIP code) 4597 Van Epps Rd., Brooklyn Hts., OH 44131	d. Employer Representative Robert Papp, Pres.	e. Telephone No. (216) 661-0211
f. Type of Establishment (factory, mine, wholesaler, etc.) Factory	g. Identify principal product or service Aluminum Products	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and 8(a)(1) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since on or about (b) (6), (b) (7)(C) 2003, the above-named employer discriminated against employee (b) (6), (b) (7)(C) by continuing to give (b) (6), (b) (7)(C) more onerous working conditions because of (b) (6), (b) (7)(C) protected concerted activities.

Since on or about (b) (6), (b) (7)(C) 2003, the above-named employer discriminated against employee (b) (6), (b) (7)(C) by terminating (b) (6), (b) (7)(C) employment because of (b) (6), (b) (7)(C) protected concerted activities.

By the acts set forth in the paragraphs above and by other acts and conduct, it, by its officers, agents and representatives, has interfered with, restrained and coerced and is interfering with, restraining, and coercing its employees in the exercise of their rights guaranteed in Section 7 of the said Act.

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CLEVELAND, OH

3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)	
4a. Address (street and number, city, state and ZIP code) (b) (6), (b) (7)(C)	4b. Telephone No. (b) (6), (b) (7)(C)
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization).	

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By Signature Address (b) (6), (b) (7)(C)	/s/ (b) (6), (b) (7)(C)	Title An Individual	Date 5/30/03
Telephone No. (b) (6), (b) (7)(C)			

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
(U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
8-CA-34334	6-13-03

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer AUTUMN COURT	b. Number of workers employed 40	
c. Address (street, city, state, ZIP code) 1925 EAST FOURTH STREET OTTAWA, OH 45875	d. Employer Representative KELLY GARRISON	e. Telephone No. 419-523-4370
f. Type of Establishment (factory, mine, wholesaler, etc.) NURSING HOME	g. Identify principal product or service ELDERLY CARE	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and 8(A)(1), 8(A)(3), 8(A)(4), AND 8(A)(5) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
<p>2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)</p> <p>ON OR ABOUT (b) (6), (b) (7)(C) 2003, THE EMPLOYER THROUGH ITS OFFICERS, AGENTS, AND/OR REPRESENTATIVES DISCRIMINATED AGAINST EMPLOYEES (b) (6), (b) (7)(C) AND (b) (6), (b) (7)(C) BY SUSPENDING THEM FOR THE DAY FOR WEARING UNION BUTTONS ON THEIR APPAREL.</p> <p>ON OR ABOUT (b) (6), (b) (7)(C) 2003, THE EMPLOYER THROUGH ITS OFFICERS, AGENTS, AND/OR REPRESENTATIVES UNILATERALLY CHANGED THE "CLOCK IN AND CLOCK OUT" POLICY WITHOUT FIRST BARGAINING WITH THE UNION.</p> <p>ON OR ABOUT (b) (6), (b) (7)(C) 2003, THE EMPLOYER THROUGH ITS OFFICERS, AGENTS, AND/OR REPRESENTATIVES CHANGED HOURS OF WORK OF (b) (6), (b) (7)(C) WITHOUT (b) (6), (b) (7) KNOWLEDGE DUE TO UNION AFFILIATION.</p> <p>ON OR ABOUT (b) (6), (b) (7)(C) 2003, THE EMPLOYER THROUGH ITS OFFICERS, AGENTS, AND/OR REPRESENTATIVES DISCRIMINATED AGAINST EMPLOYEE (b) (6), (b) (7)(C) BY INITIATING A PERFORMANCE IMPROVEMENT PLAN AND THREATENING DISCHARGE, DUE TO UNION AFFILIATION.</p> <p>ON OR ABOUT (b) (6), (b) (7)(C) 2003, THE EMPLOYER THROUGH ITS OFFICERS, AGENTS, AND/OR REPRESENTATIVES ATTEMPTED TO RESTRAIN AN EMPLOYEE FROM THEIR RIGHTS TO ENGAGE IN UNION ACTIVITY BY INFORMING THE EMPLOYEE THAT IT WOULD BE A BREACH OF CONFIDENTIALITY IF THE EMPLOYEE TOLD THE UNION ABOUT A MEETING REGARDING THE EMPLOYEE'S PERFORMANCE.</p> <p>By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act</p>		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) SERVICE EMPLOYEES INTERNATIONAL UNION/ DISTRICT 1199 AFL-CIO, CLC		
4a. Address (street and number, city, state, and ZIP code) 1395 DUBLIN ROAD COLUMBUS, OH 43215	4b. Telephone No. 614-461-1199	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) SERVICE EMPLOYEES INTERNATIONAL UNION/DISTRICT 1199 AFL-CIO, CLC		
6. DECLARATION		
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		
By <u>Rachel Morrow</u> (signature of representative or person making charge) RACHEL MORROW		ADMINISTRATIVE ORGANIZER (title if any)
Address 1395 DUBLIN ROAD, COLUMBUS, OH 43215		419-283-7928 (Telephone No.)
		6-11-03 (date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)

FD-10 (10-60)
(8-32)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

Date Filed

8-CA-34339 6-17-03

INSTRUCTIONS: File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practices occurred or is occurring.

I. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

LORAIN COUNTY GOLDEN ACRES NURSING HOME

b. Number of workers employed

79

c. Address (street, city, state, ZIP code)

P.O. BOX 190 AMHERST, OHIO 44001

d. Employer Representative

e. Telephone No.

440 988-2322

f. Type of Establishment (factory, mine, wholesaler, etc.)

HEALTH CARE FACILITY

g. Identify principal product or service

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (be specific as to (b) (6), (b) (7)(C) addresses, plants involved, dates, places, etc.)

I am a [redacted] year old [redacted] professional. In the last three years, I have been accused of drug theft and drug abuse by the administration at the facility of which I am employed. I have been denied overtime although I had more seniority than others.

I have been demoted on [redacted] 03, took a cut in pay, nurses with less seniority than myself making more money than myself.

I have been retaliated against because of my complaining to the Lorain County Commission and the Ohio Civil Rights Commission.

Administration has tampered with my personal files, immediately denied my grievances without Union representation or hearings. Spread false information to the Ohio Board of Nursing failed to post job openings.

Constantly violates the union contract. I am a member of Local 436 of the Teamsters Union in good standing.

By the above and other acts, the above-named employer has interfered with, retaliated, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

(date)

(b) (6), (b) (7)(C)

4. Full name of labor organization (if labor organization, give full name, including local name and number)

LOCAL 436 INTERNATIONAL BROTHERHOOD OF TEAMSTERS

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(date)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(Telephone No.)

(title)

(any)

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
(U. S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 8-CA-34341	Date Filed 6-17-03

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

I. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer MSX Platform Services	b. Number of workers employed	
c. Address (street, city, state, ZIP code) 22355 W. Eleven Mile Road, Southfield MI 48034	d. Employer Representative X Ken Martin	e. Telephone No 212-575-2799
f. Type of Establishment (factory, mine, wholesaler, etc.) X IT Engineering Contract House	g. Identify principal product or service X IT Engineering Contract Employees	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (1) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2003, it terminated the employment of (b) (6), (b) (7)(C) at (b) (6) work location in Warren, Ohio because (b) (6) engaged in protected concerted activities under the Act

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By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C) making charge)

An Individual
(title if any)

Address Same

Same
(Telephone No.)

X 6-16-03
(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U. S. CODE, TITLE 18, SECTION 1001)

FORM NLRB-301
(8-83)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

Date Filed

R-CA-34365

6/30/03

INSTRUCTIONS: File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

I. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer THK MANUFACTURING OF AMERICA		b. Number of workers employed 200
c. Address (street, city, state, ZIP code) 471 North High St, Hebron, OH 43025	d. Employer Representative Matt Rosen	e. Telephone No. (740) 928- 1415
f. Type of Establishment (factory, mine, wholesaler, etc.) Factory	g. Identify principal product or service Linear motion systems	

1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (be specific as to facts, names, addresses, plants involved, dates, places, etc.)

I was discharged by THK in (b) (6), (b) (7)(C) of 2003 for allegedly falsifying a Company record. I believe the Discharge is a result of my Union activity during a recent organizing campaign.

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REGION 8
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CLEVELAND, OH

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) (number, city, state, and ZIP code)

4b. Telephone No.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C)

(signature of representative or person making charge)

Address (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(title if any)

06/13/03

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
(U. S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
8-CA-34375	7-2-03

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer Ahmed's Cafe, Inc. d/b/a Ahmed's Family Cafe		b. Number of workers employed Approx. 17
c. Address (street, city, state, ZIP code) 535 W. Alexis, Toledo, OH 43612	d. Employer Representative Thomas Ahmed, Co-Owner	e. Telephone No. 419-478-1231
f. Type of Establishment (factory, mine, wholesaler, etc.) Restaurant	g. Identify principal product or service Food Service	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (1) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		
<p>Since on or about April 12, 2003, the Employer, Ahmed's Family Café, through its officers, agents, and representatives, has interfered with, restrained, and coerced, and is interfering with, restraining, and coercing employees of Ahmed's Family Café, in the exercise of their rights to self-organization, to form, join or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection, or to refrain from any or all such activities, which rights are guaranteed in Section 7 of the said Act.</p> <p>Specifically, the Employer had reduced ^{(b) (6), (b) (7)(C)} pay and refused to schedule ^{(b) (6), (b) (7)(C)} for any work hours and/or discharge ^{(b) (6), (b) (7)(C)}, because ^{(b) (6), (b) (7)(C)} raised concerted employee concerns about hours and working conditions for ^{(b) (6), (b) (7)(C)} fellow employees.</p> <p>By the acts set forth in the paragraphs above and by other acts and conduct, it, by its officers, agents and representatives, has interfered with, restrained and coerced and is interfering with, restraining, and coercing its employees in the exercise of their rights guaranteed in Section 7 of the said Act.</p>		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) ^{(b) (6), (b) (7)(C)}		
4a. Address (street and number, city, state and ZIP code) ^{(b) (6), (b) (7)(C)}	4b. Telephone No. ^(hm) ^{(b) (6), (b) (7)(C)} or ^(wk) ^{(b) (6), (b) (7)(C)} ext. ^{(b) (6), (b) (7)(C)}	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)		
6. DECLARATION		
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		
By ^{(b) (6), (b) (7)(C)} Signature of representative or person making charge Address ^{(b) (6), (b) (7)(C)}	^{(b) (6), (b) (7)(C)} Telephone No. ^(hm) ^{(b) (6), (b) (7)(C)} or ^(wk) ^{(b) (6), (b) (7)(C)} ext. ^{(b) (6), (b) (7)(C)}	Title An Individual Date ^{(b) (6), (b) (7)(C)}

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
(U.S. CODE, TITLE 18, SECTION 1001)

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CLEVELAND, OH

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
8-CA-34377	7-2-03

IC/skb

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Delphi Packard Electric System		b. Number of workers employed Approx. 5000
c. Address (street, city, state, ZIP code) 408 Dana, NE, Warren, OH 44486	d. Employer Representative Human Resource Manager,	e. Telephone No. X 330-365-6000
f. Type of Establishment (factory, mine, wholesaler, etc.) Factory	g. Identify principal product or service Plastic Components/Plastic Moldings	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about June 11, 2003, it, through its officers, agents, and representatives, has interfered with, restrained, and coerced, and is interfering with, restraining, and coercing employees of, in the exercise of their rights to self-organization, to form, join or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection, or to refrain from any or all such activities, which rights are guaranteed in Section 7 of the said Act by threatening and harassing its employees because of their union activities.

Specifically, the Employer ordered union representatives out of the plant and yelled at employees and made threatening gestures to employees who engaged in activities on behalf of IUE-CWA, AFL-CIO Local 717.

By the acts set forth in the paragraphs above and by other acts and conduct, it, by its officers, agents, and representatives, has interfered with, restrained and coerced and is interfering with, restraining, and coercing its employees in the exercise of their rights guaranteed in Section 7 of the said Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state and ZIP code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization.)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By **(b) (6), (b) (7)(C)**

Signature of representative or person making charge /s/ **(b) (6), (b) (7)(C)**

Title An Individual

Address

(b) (6), (b) (7)(C)

Telephone No.

(b) (6), (b) (7)(C)

Date

X 7-2-03

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
8-CA-34378	7-2-03

DB/jp

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Delphi Packard Electric System		b. Number of workers employed 5000
c. Address (street, city, state, ZIP code) 408 Dana, NE, Warren, Ohio 44486	d. Employer Representative Human Resource Manager	e. Telephone No. (330) 365-6000
f. Type of Establishment (factory, mine, wholesaler, etc.) Factory	g. Identify principal product or service Plastic Components/Plastic Moldings	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since on or about (b) (6), (b) (7)(C) 2003, it, through its officers, agents, and representatives, has interfered with, restrained, and coerced, and is interfering with, restraining, and coercing employees of Delphi Packard Electric System, in the exercise of their rights to self-organization, to form, join or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection, or to refrain from any or all such activities, which rights are guaranteed in Section 7 of the said Act.

Specifically, the Employer ordered (b) (6), (b) (7)(C) and escorted (b) (6), (b) (7)(C) out of the plant in retaliation for engaging in activities on behalf of IUE-CWA, AFL

By the acts set forth in the paragraphs above and by other acts and conduct, it, by its officers, agents and representatives, has interfered with, restrained and coerced and is interfering with, restraining, and coercing its employees in the exercise of their rights guaranteed in Section 7 of the said Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state and ZIP code)

(b) (6), (b) (7)(C)


4b. Telephone No.

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization.)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By  (b) (6), (b) (7)(C)

Signature of representative or person making charge (b) (6), (b) (7)(C)

Address
(b) (6), (b) (7)(C)

Telephone No.
(b) (6), (b) (7)(C)

Title An Individual

Date

X 7-2-03

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
(U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE	
Case 8-CA-34379	Date Filed 7-3-03

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer Wyandot, Inc.	b. Number of Workers Employed 50+	
c. Address (street, city, State, ZIP, Code) 135 Wyandot Avenue Marion, Ohio	d. Employer Representative Kelly McGowan-HR Manager	e. Telephone No. (740) 383-4031 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) Factory	g. Identify Principal Product or Service Produce and package snack foods	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (list subsections) 8(a)(1) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)		
1.) Charging party ("(b) (6), (b) (7)(C)") was employed as a packer at Wyandot, Inc. ("Wyandot") since (b) (6), (b) (7)(C) hire date of on or about (b) (6), (b) (7)(C), 1996.		
2.) (b) (6), (b) (7)(C) was terminated from (b) (6), (b) (7)(C) employment on (b) (6), (b) (7)(C) 2003 for alleged misconduct towards another employee.		
3.) Shortly following (b) (6), (b) (7)(C) termination, (b) (6), (b) (7)(C) filed a grievance with (b) (6), (b) (7)(C) local union ("Union"). In response to (b) (6), (b) (7)(C) grievance, the union sent (b) (6), (b) (7)(C) a letter stating that it has reviewed the grievance and has decided not to pursue it to arbitration.		
4.) Article VII, Section 1 of the Agreement between Wyandot and the Union states that the company may discharge an employee only for just cause. It is (b) (6), (b) (7)(C) assertion that (b) (6), (b) (7)(C) discharge was not for just cause. Therefore, (b) (6), (b) (7)(C) termination was in violation of the Agreement; and thus, constitutes an unfair labor practice by Wyandot. As support for this claim, (b) (6), (b) (7)(C) presents the following evidence:		
(a) Several other individuals who have worked under the same supervision (b) (6), (b) (7)(C) as did (b) (6), (b) (7)(C) and who have also been involved in physical and/or verbal altercations have not been discharged. The following represents a list of those employees who have been involved in some form of altercation with another Wyandot employee while on company premises, and while under the supervision of (b) (6), (b) (7)(C) but who have not been discharged as a result: (1) (b) (6), (b) (7)(C) (2) (b) (6), (b) (7)(C) (3) (b) (6), (b) (7)(C) (4) (b) (6), (b) (7)(C) (5) (b) (6), (b) (7)(C)		
(b) Wyandot's discharge of (b) (6), (b) (7)(C) amounts to an unfair labor practice because the discharge was not for just cause in that other similarly situated employees were not discharged for (committing) engaging in similar acts. (b) (6), (b) (7)(C) discharge was discriminatory and done in bad faith.		
(c) At the time of (b) (6), (b) (7)(C) termination Wyandot had knowledge that (b) (6), (b) (7)(C) was suffering from a disability, carpal tunnel syndrome, and that (b) (6), (b) (7)(C) would have to take medical leave in the near future. (b) (6), (b) (7)(C) asserts that (b) (6), (b) (7)(C) termination was, at least in part, as a result of this medical condition. This is clearly an impermissible discriminatory act amounting to an unfair labor practice, and provides further evidence that (b) (6), (b) (7)(C) termination was not for just cause.		
By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)		
4a. Address (street and number, city, State, and ZIP Code) (b) (6), (b) (7)(C)	4b. Telephone No. (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)		
6. DECLARATION		
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		
By <u>Jason E. Dawicki</u> (Signature of representative or person making charge)	Attorney-Granger Co., L.P.A. (Title, if any)	
Address <u>132 Westwood Blvd Columbus Ohio 43225</u>	Fax No. <u>(614) 885-7574</u> <u>(614) 854-0615</u> (Telephone No.)	January 27, 2003 Date

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
8-CA-34385	7-7-03

KNN/rh

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer C.T. Taylor Company, Inc.		b. Number of workers employed 100
c. Address (street, city, state, ZIP code) 5802 Akron-Cleveland Road, Hudson, Ohio 44236	d. Employer Representative Charles Taylor, CEO	e. Telephone No. 330-656-9353
f. Type of Establishment (factory, mine, wholesaler, etc.) Construction	g. Identify principal product or service Sheet and concrete	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Since on or about July 7, 2003, the above-named Employer, by (b) (6), (b) (7)(C) interfered with the Section 7 Rights of employees employed by Lynn Masonry by interfering with and is prohibiting their union representative from performing his duties on their behalf. By the acts set forth in the paragraphs above and by other acts and conduct, it, by its officers, agents and representatives, has interfered with, restrained and coerced and is interfering with, restraining, and coercing its employees in the exercise of their rights guaranteed in Section 7 of the said Act.		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Laborers' International Union of North America, AFL-CIO, District 8 Regional Organizing Committee		
4a. Address (street and number, city, state and ZIP code) 25 Century Blvd., Ste. 305, Nashville, TN 37214	4b. Telephone No. 615-885-6872	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization).		
6. DECLARATION		
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		
By <u>Matt Maclellan</u> Signature of representative or person making charge /s/ Matt Maclellan		Title Organizer
Address 2604 River Road, Willoughby Hills, OH 44094		Telephone No. 440-477-4416
		Date 7/7/03

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
(U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
8-CA-34395	7-14-03

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer REM Consulting of Ohio, Inc.		b. Number of workers employed 13
c. Address (street, city, state, ZIP code) 299 Alpha Drive, Highland Heights, OH 44143	d. Employer Representative Mary Kay Ziccardi	e. Telephone No. 440-473-0601
f. Type of Establishment (factory, mine, wholesaler, etc.) X group homes	g. Identify principal product or service X community living for people that are mentally retarded	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		
<p>Since on or about (b) (6), (b) (7)(C) 2003, it, through its officers, agents, and representatives, has interfered with, restrained, and coerced, and is interfering with, restraining, and coercing employees of REM Consulting of Ohio, Inc., in the exercise of their rights to self-organization, to form, join or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection, or to refrain from any or all such activities, which rights are guaranteed in Section 7 of the said Act.</p> <p>Specifically, the Employer terminated (b) (6), (b) (7)(C) for engaging in protected concerted activities.</p> <p>By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act</p>		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)		
4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Telephone No. (b) (6), (b) (7)(C)	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)		
6. DECLARATION		
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		
By X (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (title if any) An Individual		
Address (b) (6), (b) (7)(C) (date) X 7-12-03		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
8-CA-34397	7-15-03

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer Ahmed's	b. Number of workers employed	
c. Address (street, city, state, ZIP code) 535 West Alexis Road, Toledo, OH 43612	d. Employer Representative Tommy Ahmed, Mgr.	e. Telephone No. (419) 478-1231 (419) 478-3400
f. Type of Establishment (factory, mine, wholesaler, etc.) Restaurant	g. Identify principal product or service Restaurant/Food Service	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		
<p>Since on or about February 1, 2003, the Employer by its agents and/or representative has violated Section 8(a)(1) of the Act when it took work duties away from (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7) protected concerted activities and when on or about (b) (6), (b) (7)(C) 2003 it terminated (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7) protected concerted activities.</p> <p>By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act</p>		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)		
4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Telephone No. (b) (6), (b) (7)(C)	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)		
6. DECLARATION		
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		
By <input checked="" type="checkbox"/> (b) (6), (b) (7)(C) (sig)	an Individual (title if any)	
Address (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) (telephone no.)	7-7-03 (date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
8-CA-34468	8-25-03

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer St. Elizabeth Hospital		b. Number of workers employed 75
c. Address (street, city, state, ZIP code) 1044 Belmont Avenue, Youngstown, OH 44501	d. Employer Representative Bob Schroeder, CEO	e. Telephone No. (330) 746-7211
f. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	g. Identify principal product or service Medical Care	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a)(1) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		
<p>Since on or about (b) (6), (b) (7)(C) 2003, it, through its officers, agents, and representatives, has interfered with, restrained, and coerced, and is interfering with, restraining, and coercing employees of St. Elizabeth Hospital, in the exercise of their rights to self-organization, to form, join or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection, or to refrain from any or all such activities, which rights are guaranteed in Section 7 of the said Act.</p> <p>Specifically, (b) (6), (b) (7)(C) was terminated because of protected concerted activities.</p> <p style="text-align: right;">AUG 25 1 29 PM '03 CLEVELAND, OH NLRB REGION 4</p>		
By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)		
4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Telephone No. (b) (6), (b) (7)(C)	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)		
6. DECLARATION		
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		
By <u>(b) (6), (b) (7)(C)</u> (signature of representative or person making charge) /s/ (b) (6), (b) (7)(C)		Individual (title if any)
Address (b) (6), (b) (7)(C)		(b) (6), (b) (7)(C) (date) 8/23/03

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3542

DO NOT WRITE IN THIS SPACE

Case 8-CA-34479	Date Filed 8-28-03
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INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring, set

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Tru Serve, Corp.	b. Number of workers employed 130
c. Address (street, city, state, ZIP code) 26025 First Street, Westlake, Ohio 44145	d. Employer Representative Mike Johnski
e. Telephone No. (440) 835-0200	
f. Type of Establishment (factory, mine, wholesaler, etc.) Distribution Center	g. Identify principal product or service Distribution of home improvement products

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On about (b) (6), (b) (7)(C) 2003, it by its officers, agents and representatives terminated its employee (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) union activities in support of Teamsters Local 293, including serving as a (b) (6), (b) (7)(C)

RECEIVED
NLRB
REGION 8
8 28 8 50 AM '03
LEVELAND, OH

By the acts set forth in the paragraph above and by other acts and conduct, it, by its officers, agents, and representatives, has interfered with, restrained, and coerced and is interfering with, restraining, and coercing its employees in the exercise of their rights guaranteed in Section 7 of the said Act.

3 Full name of party filing the charge

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state and ZIP code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization).

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)

Signature of representative or person making charge

Address

Same as above

Title

(b) (6), (b) (7)(C)

Telephone No.

Same as above

Date

8-25-03

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
(U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 8-CA-34495	Date Filed 9/4/03

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer OTTACAGIO INC. d/b/a Kountry Kupboard		b. Number of workers employed Approx 30
c. Address (street, city, state, ZIP code) 6152 W. Market Street, Leavittsburg, OH 44430	d. Employer Representative Giorgio <i>X Femia</i> Partner	e. Telephone No. 330-898-7797
f. Type of Establishment (factory, mine, wholesaler, etc.) Service	g. Identify principal product or service Restaurant	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (a)(1) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		
<p>Since on or about August 20 and 22, 2002, the above-named Employer, discriminated against employees (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C), respectively, because of their Protected Concerted Activities.</p> <p style="text-align: right;">RECEIVED NLRB REGION 6 SEP 4 1 44 PM '03 CLEVELAND, OH</p>		
By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)		
4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Telephone No. (b) (6), (b) (7)(C)	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)		
6. DECLARATION		
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		
By <i>X</i> (sig) (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(title if any) an Individual
Address (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) (Telephone No.)	(date) <i>X 8-28-03</i>

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
8-CA-34533	9-16-03

DB/tms

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer Assisted Living Concepts, Inc./Seneca House		b. Number of workers employed 20
c. Address (street, city, state, ZIP code) 781 Greenfield Street, Tiffin, OH 44883	d. Employer Representative Star Nottingham, Administrator	e. Telephone No. 419-443-8184
f. Type of Establishment (factory, mine, wholesaler, etc.) Assisted Living Complex	g. Identify principal product or service Provide Assisted Living to residents	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and 8(a)(1) only of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		
<p>Since on or about (b) (6), (b) (7)(C) 2003 and continuously thereafter the Employer by its agents, or representatives has discriminated against (b) (6), (b) (7)(C) when it terminated (b) (6), (b) (7)(C) for engaging in protected concerted activities in violation of Section 8(a)(1) of the Act.</p> <p>By the acts set forth in the paragraphs above and by other acts and conduct, it, by its officers, agents and representatives, has interfered with, restrained and coerced and is interfering with, restraining, and coercing its employees in the exercise of their rights guaranteed in Section 7 of the said Act.</p>		
3. Full name of party filing charge (If labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)		
4a. Address (street and number, city, state and ZIP code) (b) (6), (b) (7)(C)		4b. Telephone No. (b) (6), (b) (7)(C)
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization).		
6. DECLARATION		
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		
By Sig Ad	(b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)	Title an Individual Date X 9-13-03
		Telephone No. 419-443-8269

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
(U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
8-CA-34544	9-22-03

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer Express Packaging, Inc.		b. Number of workers employed 200
c. Address (street, city, state, ZIP code) 301 Enterprise Drive, Newcomerstown, OH 43832	d. Employer Representative Robert Haines, Plant Manager	e. Telephone No. (740) 498-4700
f. Type of Establishment (factory, mine, wholesaler, etc.) Packaging Company	g. Identify principal product or service Manufacturer Displays and Package Items	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		
<p>Since on or about (b) (6), (b) (7)(C), 2003, it, through its officers, agents, and representatives, has interfered with, restrained, and coerced, and is interfering with, restraining, and coercing employees of Express Packaging, Inc., in the exercise of their rights to self-organization, to form, join or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection, or to refrain from any or all such activities, which rights are guaranteed in Section 7 of the said Act.</p> <p>Specifically, the Employer suspended and laid off (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) for engaging in protected concerted and/or union activities.</p>		
By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)		
4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Telephone No. (b) (6), (b) (7)(C)	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)		
6. DECLARATION		
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		
By (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) or person making charge		Individual (title if any)
Address (b) (6), (b) (7)(C) (Telephone No.)		X 9-17-03 (date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)

FORM NLRB-501
(11-94)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
8-CA-34558	9-29-03

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Sanluis Rassini Chassis Systems		b. Number of Workers Employed 38
c. Address (street, city, State, ZIP, Code) 1812 Magda Dr, Montpelier, OH 43543	d. Employer Representative Jackie Huffman	e. Telephone No. 419-485-1534 Fax No. 419-485-0814
f. Type of Establishment (factory, mine, wholesaler, etc.) factory	g. Identify Principal Product or Service automotive coil suspension springs	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (list subsections) <u>8(a) 3</u> of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)

On or about the 23rd of September 2003, the above named employer violated the Act by inferring job loss and benefits as a result of unionization.

On or about the 23rd of September 2003, the above named employer violated the Act by allowing anti-union workers to berate union supporters in an employer-held meeting while doing nothing to stop the conduct.

RECEIVED
NLRB
REGION 6
SEP 29 10 23 AM '03
CLEVELAND, OH

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

International Union, United Automobile, Aerospace and Agricultural Implement Workers of American, UAW, AFL-CIO

4a. Address (street and number, city, State, and ZIP Code)

1691 Woodlands Dr, Maumee, OH 43537

4b. Telephone No.

419-439-5587

Fax No.

419-893-4073

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

International Union, United Automobile, Aerospace and Agricultural Implement Workers of American, UAW, AFL-CIO

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By

(Signature of representative or person making charge)

Tina Campbell, Organizer

(Title, if any)

Address

1691 Woodlands Dr, Maumee, OH 43537

Fax No. 419-893-4073

419-439-5587

(Telephone No.)

September 28, 2003

Date

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE	
Case 8-CA-34660	Date Filed 11-17-03

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer World Resource Recovery Systems of Ohio, Inc.		b. Number of Workers Employed 50+
c. Address (street, city, State, ZIP, Code) 16700 St. Clair Avenue Cleveland, OH 44128	d. Employer Representative Mike Fisher	e. Telephone No. 216-486-6446
		Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) Recycling Company	g. Identify Principal Product or Service Recycling Company	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (list subsections) 8(a), subsection (1) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)

Since on or about (b) (6), (b) (7)(C) 2003, it, through its officers, agents and representatives, has interfered with, restrained, and coerced, and is interfering with, restraining, and coercing employees of World Recovery Systems of Ohio, Inc., in the exercise of their rights to self-organization, to form, join or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection, or to refrain from any or all such activities, which rights are guaranteed in Section 7 of the said Act.

Specifically, the Employer terminated (b) (6), (b) (7)(C) on or about (b) (6), (b) (7)(C), 2003, in retaliation for (b) (6) protected concerted activities.



By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, State, and ZIP Code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By David Roloff
(Signature of representative or person making charge)

Attorney

(Title, if any)

Address Shapero & Roloff Co., L.P.A.
1350 Euclid Avenue, Cleveland, OH 44115

Fax No. 216-781-1972

216-781-1700

(Telephone No.)

11/14/03
Date

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
8-CA-34697	12-2-03

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Medina General Hospital	b. Number of workers employed 500+
c. Address (street, city, state, ZIP code) 1000 E. Washington, Medina, Ohio 44256	d. Employer Representative Gary Hallman, President
e. Telephone No. (330) 725-1000	f. Type of Establishment (factory, mine, wholesaler, etc.) Hospital
g. Identify principal product or service medical care	h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)	
<p>Since on or about (b) (6), (b) (7)(C), 2003, it, through its officers, agents, and representatives, has interfered with, restrained, and coerced, and is interfering with, restraining, and coercing employees of Medina General Hospital, in the exercise of their rights to self-organization, to form, join or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection, or to refrain from any or all such activities, which rights are guaranteed in Section 7 of the said Act.</p> <p>Specifically, on or about (b) (6), (b) (7)(C), 2003, the Employer discharged employees (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) because they engaged in protected concerted activities.</p> <p>By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act</p>	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)	
4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Telephone No. (b) (6), (b) (7)(C)
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)	
6. DECLARATION	
(b) (6), (b) (7)(C) declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
By (b) (6), (b) (7)(C) representative or person making charge) - (b) (6), (b) (7)(C)	<u>An Individual</u> (title if any)
Address <u>same as above</u>	<u>same as above</u> (Telephone No.)
	<u>December 2, 2003</u> (date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
8-CA-34698	12-2-03

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Smithers Scientific Services, Inc.	b. Number of workers employed Unknown	
c. Address (street, city, state, ZIP code) 425 W. Market Street, Akron, OH 44303	d. Employer Representative Dave Russell	e. Telephone No. 330/762-7441 330/762-7447 (fax)
f. Type of Establishment (factory, mine, wholesaler, etc.) Research & Development Laboratory	g. Identify principal product or service Testing and Analysis, Polymer related products	
h. The above employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) <u>(3) and (5)</u> and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		

Since on or about November 21, 2002, (and since a date or dates prior thereto, though the charging party did not know of such facts or violations), and continuing at various times since then, Akron Polymer Laboratory and Harwick Standard Distribution Corp. as a single employer, joint employer, and/or alter ego of Akron Polymer Laboratory, by and through its agent or agents, has violated the Act by the following and other acts:

- a. By unilaterally announcing as a *fait accompli* its decision to layoff most of the unit employees in April, 2003, most of whom had openly engaged in union and/or protected concerted activity, while retaining less senior, newly-hired unit employees, who had not engaged in union or protected concerted activity; by unilaterally implementing in April, 2003, a layoff of employees; by unilaterally determining which employees would be laid off; and by doing all of these things without first giving the exclusive bargaining representative notice and an opportunity to bargain over these decisions and/or their effects;
- b. By inquiring or otherwise interrogating employee(s) as to his and/or her (or others') support for the union and by promising benefits to employee(s) who support management rather than the union, a fact not known by the union until within the 10(b) period;
- c. By failing to provide, fully provide, and/or timely provide information relevant to collective bargaining;
- d. By apparently unilaterally removing a position from the bargaining unit;
- e. By unilaterally transferring unit work to non-unit personnel;
- f. By refusing to allow the exclusive bargaining representative have its industrial hygienist make a full and timely inspection of the areas of the facility in which unit personnel work and by unilaterally imposing a 3-5 day prior notice requirement to make any non-emergency inspection(s);
- g. By failing to have an agent for contract negotiations fully authorized to negotiate over economic matters;
- h. By disparately and/or more harshly (or less generously) treating and/or laying off known-union supporting employees and/or employees engaged in concerted protected activity, including but not limited to such activity related to employees' health and safety, as compared to known union-opposing employees, and/or by apparently failing to take disciplinary action against known union-opposing employees, who harass known union-supporting employees;
- i. By unilaterally commencing effective and/or informal cross-training of employees and/or of known union-opposing employees without first bargaining with the Union and/or offering such opportunities to all unit employees and/or to employees, who support the union or engage in concerted protected activities;
- j. By otherwise failing to bargain in good faith, including engaging in surface bargaining, failing to show up for bargaining sessions, failing to make a contract proposal for over 6 months, making unilateral changes, unilaterally transferring work to non-unit personnel, failing to timely provide requested information, and failing to bargain over effects of a partial sale of the facility before finalizing the sale; and
- k. By any other reason contained in the original charge in NLRB Case No. 8-CA-34283-1, which is incorporated by reference herein.

Since sometime in August or September, 2003, Respondent, Smithers Scientific Services, Inc., has been a successor employer to Akron Polymer Laboratories for the purpose of remedying any violations of the Act described above that were committed by it.

Polymer, having assumed a substantial portion of Akron Polymer's business, customers, equipment, and/or staff with actual or constructive knowledge of the Charge in RB Case No. 8-CA-34283-1 (or the allegations contained therein).

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

International Chemical Workers Union Council of the United Food and Commercial Workers

4a. Address (street and number, city, state and ZIP code)

1655 West Market Street, Akron, OH 44313

4b. Telephone No.

330/867-2444

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by labor organization)

United Food and Commercial Workers, International Union

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By



(signature of representative or person making charge)

UFCW Assistant General Counsel/Counsel for ICWUC
(Use if any)

Address ICWUC/UFCW Legal Department, 1655 W. Market Street, Akron, OH 44313

330/867-2444
(Telephone No.)

330/867-1016
(Fax No.)

December 2, 2003
(Date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
8-CA-34708	Date Filed 12-9-03

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer BFI WASTE	b. Number of Workers Employed APP. 90	
c. Address (street, city, State, ZIP, Code) 8123 JONES RD CLEVELAND OH	d. Employer Representative DAN ORDELMAN	e. Telephone No. (216) 441-6391
		Fax No. N/A
f. Type of Establishment (factory, mine, wholesaler, etc.) Rubbish H	g. Identify Principal Product or Service Rubbish H	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (2) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

2. Basis: At the time of this incident I was working for BFI going house to house (Residential) picking up trash, the job is a no brainier that requires only to take trash from the curb and put it in the truck.

On (b) (6), (b) (7)(C) 2003 I, (b) (6), (b) (7)(C) was working in East Cleveland. That day my eyes was irritating me so bad, my eyes were running with tears so I removed my safety glasses, I observed two supervisor a distant away in a parked truck spying on my coworker and I, sorry, they call it doing a job observation.

They observe me not wearing my safety glasses so I immediately went to put them on. The supervisor and I exchanged words I stated, and I will paraphrase my quote. "It is funny how you can send a truck out that is not fit to drive on a public street, how then can you be concerned with the protection of my eyes".

I was terminated the next day. In any ordinary case you can say its there prerogative but BFI is under a union agreement. This course of action is in direct violation of that agreement. If an employee can not be protected by a legally biding agreement what is the uses of having an agreement.

I filed a grievance with the union in a timely manner according to the agreement between BFI and Local 244. (b) (6), (b) (7)(C) stated to me that this case is not a problem (b) (6), (b) (7)(C) will get my job back. But (b) (6), (b) (7)(C) never brought my case to an arbitration hearing, as if (b) (6), (b) (7)(C) and BFI are working together. (b) (6), (b) (7)(C) also violated the union agreement. My rights was to get a hearing within two weeks, it took (b) (6), (b) (7)(C) two months an only because I wrote and told (b) (6), (b) (7)(C) I was going to the nlr. By that time rights

By the at guarant:

3. (b) (6), (b) (7)(C) on, give full name, including local name and number)	4. (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)	Fax No.
5. Name of national or international labor organization of which it is an affiliate or constituent unit (to be filed in when charge is filed by a labor organization) TEAMSTER Local Union NO. 244	

6. DECLARATION	
By (b) (6), (b) (7)(C) (Signature of representative or person making charge)	(Title, if any)
Address (b) (6), (b) (7)(C)	Fax No. (b) (6), (b) (7)(C)
	Date 12/08/03


WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 8-CA-34711	Date Filed 12/09/03

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer International Paper		b. Number of workers employed 150
c. Address (street, city, state, ZIP code) 689 Palmer Street, Wooster, Ohio 44961	d. Employer Representative Mike Filia, Human Resource Manager	e. Telephone No. (330) 264-1322
f. Type of Establishment (factory, mine, wholesaler, etc.) Factory	g. Identify principal product or service Cardboard Boxes	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (a)(3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		
<p>Since on or about (b) (6), (b) (7)(C), 2003, the above-named Employer discriminated against employee (b) (6), (b) (7)(C) by terminating (b) (6), (b) (7)(C) employment because of (b) (6), (b) (7)(C) union and other protected concerted activities:</p> <div style="text-align: center;">  </div>		
By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)		
4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Telephone No. (b) (6), (b) (7)(C)	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)		
6. DECLARATION		
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		
By (b) (6), (b) (7)(C) (signature) (b) (6), (b) (7)(C) making charge (b) (6), (b) (7)(C)		Individual (title if any)
Address (b) (6), (b) (7)(C)		(330) 683-8354 (Telephone No.)
		X 12-06-03 (date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

KNN/sl

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
8-CA-34723	12-12-03

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer Avon Concrete and Wallseye Concrete and Westview Concrete Corporation d/b/a/ Westview II	b. Number of Workers Employed 24	
c. Address (street, city, State, ZIP, Code) 930 Miller Road, Avon, Ohio 44011; 40105 Butternut Ridge Road, Elyria, Ohio 44035; 400 Lowell Street, Elyria, Ohio	d. Employer Representative Brock Walls	e. Telephone No. (440) 235-1806 Fax No. (440) 236-5813
f. Type of Establishment (factory, mine, wholesaler, etc.) Construction	g. Identify Principal Product or Service Redi-Mix Concrete	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.) Teamsters Local No. 20 is signatory to Collective Bargaining Agreements with each of the above-named Employers. Each of the above-named employers share common ownership, business purpose, employees and other indicia such that they constitute alter-egos of Avon Concrete and/or are joint employers of Avon Concrete and/or are a single employer with Avon Concrete. Since on or about 12-5-03, the above-named employers, either individually or collectively, have refused to bargain over a successor Collective Bargaining Agreement between Avon Concrete and Teamsters Local No. 20. By these acts and others, the above-named employer has refused to bargain with the representative of the employees.		
By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Teamsters Local No. 20		
4a. Address (street and number, city, State, and ZIP Code) 435 South Hawley Street, Toledo, Ohio 43609	4b. Telephone No. (419) 243-8800 Fax No. (419) 243-6270	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) International Brotherhood of Teamsters (AFL-CIO)		
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. By <u>Mark Sobczak</u> VICE PRESIDENT (Signature of representative or person making charge) (Title, if any) Address <u>435 S. HAWLEY ST. TOLEDO, OHIO 43609</u> Fax No. <u>(419) 243-6270</u> <u>(419) 243-8800</u> <u>12/12/03</u> (Telephone No.) Date		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
8-CA-34727	12/16/03

RAM/skb

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Domino Logistics		b. Number of workers employed 9
c. Address (street, city, state, ZIP code) P. O. Box 24005, Cleveland, OH 44124	d. Employer Representative James Haffey, Owner	e. Telephone No. (330)297-2669
f. Type of Establishment (factory, mine, wholesaler, etc.) Trucking Co.	g. Identify principal product or service Distributor	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2003, it, by its officers, agents, and representatives, terminated (b) (6), (b) (7)(C), a truck driver, because (b) (6), (b) (7)(C) engaged in protected concerted activities.

By the acts set forth in the paragraphs above and by other acts and conduct, it, by its officers, agents and representatives, has interfered with, restrained and coerced and is interfering with, restraining, and coercing its employees in the exercise of their rights guaranteed in Section 7 of the said Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state and ZIP code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization).**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C)

Signature of representative or person making charge (b) (6), (b) (7)(C)

Address

(b) (6), (b) (7)(C)

Telephone No.

(b) (6), (b) (7)(C)

Title An Individual

Date 12-10-03

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
(U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

Date Filed

8-CA-34736

12/19/03

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

Consumer Educational Outreach Center

b. Number of workers employed

6

c. Address (Street, city, state, and ZIP code)

150 Cross Street

Akron

OH 44311-1047

d. Employer Representative

Mary

Pogany

Coordinator

e. Telephone No.

(330)996-9141

Fax No.

f. Type of Establishment (factory, mine, wholesaler, etc.)

Social Agency

g. Identify principal product or service

Mental Health Services

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2003, it, through its officers, agents, and representatives, has interfered with, restrained, and coerced, and is interfering with, restraining, and coercing employees of Consumer Educational Outreach Center in the exercise of their rights to self organization, to form, join or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection, or to refrain from any or all such activities, which rights are guaranteed in Section 7 of the said Act by terminating employee (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) protected concerted activity.

By the acts set forth in the paragraphs above and by other acts and conduct, it, by its officers, agents and representatives, has interfered with, restrained and coerced and is interfering with, restraining, and coercing its employees in the exercise of their rights guaranteed in Section 7 of the said Act.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I am (b) (6), (b) (7)(C) and that the statements are true to the best of my knowledge and belief.

By **(b) (6), (b) (7)(C)** **(b) (6), (b) (7)(C)**

(Signature of representative of person making charge)

An Individual

(Print/type name and title or office) (b) (6), (b) (7)(C)

(fax)

Address (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(Telephone No.)

(date)

12/19/03

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

12/18/03
12/17/03


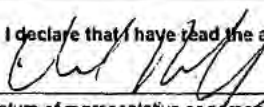
UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE	
Case 8-CA-34740	Date Filed 12/22/03

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer World Resource Recovery Systems of Ohio, Inc.		b. Number of Workers Employed 50+
c. Address (street, city, State, ZIP, Code) 16700 St. Clair Avenue Cleveland, OH 44128	d. Employer Representative Mike Fisher	e. Telephone No. 216-486-6446 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) Recycling Company	g. Identify Principal Product or Service Recycling Company	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (list subsections) 8(a) subsection (1) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.) Since on or about (b) (6), (b) (7)(C), 2003, it, through its officers, agents and representatives, has interfered with, restrained, and coerced, and is interfering with, restraining, and coercing employees of World Resource Recovery Systems of Ohio, Inc., in the exercise of their rights to self-organization, to form, join or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection, or to refrain from any or all such activities, which rights are guaranteed in Section 7 of the said Act. Specifically, the Employer terminated (b) (6), (b) (7)(C) on or about (b) (6), (b) (7)(C), 2003, in retaliation for (b) (6), protected concerted activities.		
		
By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)		
4a. Address (street and number, city, State, and ZIP Code) (b) (6), (b) (7)(C)		4b. Telephone No. (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)		
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. By <u></u> Attorney (Signature of representative or person making charge) (Title, if any) Address 1350 Euclid Ave., #1550, Cleveland, OH 44115 Fax No. 216-781-1972 (Telephone No.) 217-781-1700 Date 12/18/03		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)